
JOB DESCRIPTION

DATE :
14.06.2021
REF NO:

JOB DETAILS:

JOB TITLE: County wide (Aldershot, Basingstoke, Andover, Winchester, Eastleigh, New Forest, Fareham, Havant and Gosport) NMP

BAND: 7 (Agenda for change)

HOURS: 37.5 (some weekend working will be required)

DEPARTMENT: Inclusion

LOCATION: Hampshire

REPORTS TO: Clinical Manager

ACCOUNTABLE TO: County Manager

RESPONSIBLE FOR:

- In conjunction with Clinical Manager/HWB sector leads, Promote and develop Community Detoxification across Hampshire
- Carryout SI investigations and write incident and SI reports.
- With the Clinical manager and HWB leads – support and develop Nurse Prescribing across Hampshire.
- Provide expert support to new NMP's and all nursing staff.
- Carryout extensive Independent NMP clinics across designated Hampshire site as stated above.
- Provision of healthcare treatments and screening to Service user's in line with the public health agenda
- Support and Train staff in substance misuse and healthcare procedures relevant to our Service User's.
- To Lead & support the central team in prescription batch printing across Hampshire
- Attending Clinical Team Meetings

WORKING RELATIONSHIPS:

INTERNAL: Administrators, Data Administrators, Recovery Workers, Recovery Nurses, Recovery Practitioners, Medical staff, Nurses Volunteers, Recovery Champions, Team leaders, Inclusion Managers, clinical lead

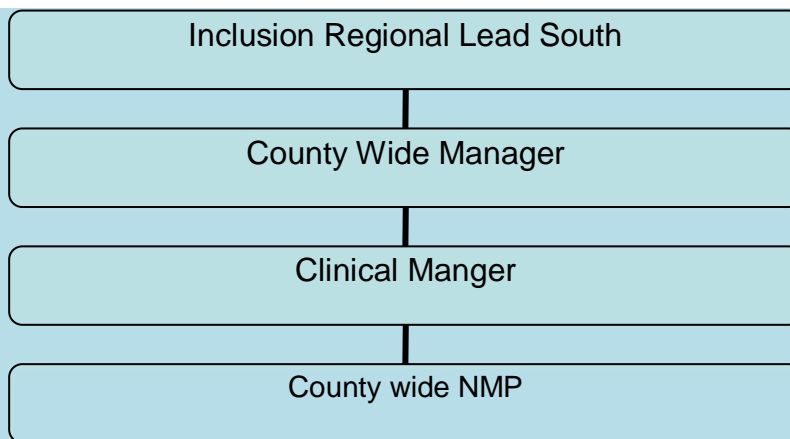
EXTERNAL: GP's, Prisons, Probation, Police, Primary and Secondary healthcare services, Health and Non Health related professionals, Education,

Employment and Training agencies, Housing organisations.

JOB PURPOSE:

- To provide clinical, prescribing and therapeutic services to alcohol and drug users with a particular responsibility for alcohol and drug detoxification and treatment. To carryout extensive NMP clinics across Hampshire. **Please note: This post requires travel across all Hampshire sites.**

ORGANISATIONAL STRUCTURE:



KEY DUTIES AND RESPONSIBILITIES:

- To provide a clinical service to alcohol and drug users consistent to their needs including individual treatment and care packages underpinned by a sound evidence base.
- Following SOP's in hubs across sector and ensure prescription batches are appropriately managed
- To assume a 'key Prescriber' role, including the allocation of complex patients, with responsibility for the delivery of medical aspects of the care plan , relevant support and psychotherapeutic interventions, and for communication regarding the patient within the team and with relevant agencies
- To carryout alcohol and drug detoxification with service users
- To report to the clinical lead for Hampshire
- To line manage nursing staff when directed by clinical manager.
- To mentor and develop new NMP's
- To develop and maintain effective liaison with other agencies including Criminal justice Teams, non statutory services, specialist drug and alcohol services, shared care, community mental health teams, social work teams and local G.P.s.
- Develop service protocols and policies in line with national guidance for own specialist area.
- To ensure that accurate notes of all consultations with service users are recorded clearly and fully in clinical notes.
- To signpost service users to other services, which will meet their needs in accordance with the objectives in their care plan and to ensure appropriate liaison is maintained.
- Independently assess and diagnose a complex range of patients and formulate care plans.
- To provide tailored treatment interventions including general health assessments and screening, community detoxification, medication titration, stabilization programmes and relapse

prevention plans.

- To provide information to the Clinical Lead, County Wide Manager and Inclusion Senior Management team when required to do so.
- To be a specialist resource within the team with regards substance misuse, to inclusion and to multi-agency partners.
- To provide clinical support to medical staff including external GPs and the wider team members.
- To carryout extensive Independent Non-Medical Prescriber sessions across the county and to cover NMP/Doctors when appropriate
- Updating and the Development of pathways and protocols specific to role in conjunction with management team.
- Promote partnership work and develop integrated care pathways with local health agencies, both primary and secondary care.
- Responsible for the ordering and monitoring of equipment.
- Quality Control – ensure PGD's are up to date and that timely checks are made on equipment such as fridges, medicines etc to check in date. To ensure that equipment is serviced as advised by manufacturers.
- Provide Health assessments, screening and health clinics to service users.
- To be able to accommodate those service users who drop in to see the doctor and their key worker and provide them with BBV and health screening.
- Train and support other nursing and clinical staff (medical staff) in delivering health MOTs specific to substance misuse such as LFT, ECG, physical health assessment, vaccinations, BBV tests, sexual health screening, basic observations.
- Record and Document information on Illy. Work with the data admin team to produce a spread sheet to monitor stats and to provide this information to the data admin team on a monthly basis. Reports can then be produced to the management team.
- Work with local GPs and pharmacies. To ensure all test results such as blood tests, ECGs, LFTs are reviewed by medical staff if any concerns are identified and a copy is sent to their local GP.
- Maintain Continuous professional development.
- Health Mots may include ECG, FBC (LFTS), basic Observations (BP, Pulse, weight, height etc), Wound care, sexual health, general core body checks (respiratory, abdominal etc) What checks you do will be determined from your initial health screening.
- To lead on Community Detoxification Programmes
- To keep leaflets and promotional material up to date.
- Promote the role.

Staff Support

- To provide support and information to the staff team in areas of clinical expertise

Training

- To keep up to date with general health developments in the field of drug treatment particularly blood borne virus information in order to effect positive changes in clinical practice.
- To participate in a programme of education and training for Inclusion staff.
- Identify own training needs through supervision, appraisal and the Knowledge and Skills Framework.
- To demonstrate knowledge and skills gained from continuing education and work experience in the blood borne virus fields.

General

- To contribute to strategy development for the service and for Inclusion.
- To encourage service users to be involved in their own treatment and in the development of the Treatment services.

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- Ensure confidentiality and security of written and verbal information acquired in a professional capacity whilst appropriately sharing information with colleagues on a need to know basis.
 - Demonstrate knowledge of ethical issues and their impact on the healthcare of drug users and their families.
 - Follow professional codes of conduct.
 - Be available for and engage with line management and clinical supervision on a regular basis.
 - To attend all appropriate training to maintain competency within the role.
 - To represent the service and Inclusion positively in attendance at all relevant meetings.
 - To engage with all IT systems, data collection requirements, monitoring and evaluation procedures, prepare and present reports when required.
 - Undertake any other duties deemed relevant and reasonable within the role and as stipulated by Manager.
 - Be committed to the equal opportunities and diversity policies of Inclusion/South Staffordshire Healthcare Foundation NHS Trust and consistent with professional requirements.

SYSTEMS AND EQUIPMENT

- To contribute to the development of systems and interventions as and when required.
- To familiarise and use I.T. equipment as provided by Inclusion and to include Halo/RIO (or any other introduced) and accurately record all required information.

DECISIONS AND JUDGEMENTS

- The post holder will be required to assume the role of lead specialist in relation to non-medical prescribing for the service across Hampshire.
- To make decisions based on effective communication and risk management. To seek management advice where appropriate
- To identify training needs and utilise supervision effectively.
- To be aware of boundaries at all times.
- To be responsible for identifying individual training needs and keep abreast of new trends

COMMUNICATION AND RELATIONSHIPS

- To effectively communicate and work collaboratively with a range of people including service users, colleagues, prison staffs, external partners/providers to ensure the service users' needs are met.
- To work within and promote an integrated drug and alcohol recovery service.
- To be professional at all times, including whilst representing Inclusion at internal and external events.
- To take part in appropriate training and development.

PHYSICAL DEMANDS OF THE JOB

- To use IT equipment on a daily basis.
- To attend training and meetings in different geographical areas from the service
- To work flexible hours in line with service needs (i.e. evening, bank holidays and weekend as and when required).
- Frequent requirement to concentrate whilst assessing patients.
- The post holder will occasionally be exposed to highly distressing circumstances through assessment of patients and / or providing clinical supervision.
- The post holder may occasionally be exposed to bodily fluids whilst undertaking physical health assessments / examinations.

MOST CHALLENGING / DIFFICULT PART OF THE JOB

- To be responsible for your own security and safety and be fully compliant with trust policies.

JOB STATEMENT:

Infection Control
Maintain an up to date awareness of the infection control precautions relevant to your area of work and implement these in practice. As a minimum, this must include hand hygiene, the use of personal protective equipment, the use and disposal of sharps and communicating the importance to patients, prison staff and other health care staff you are working with. Details of the precautions and sources of advice and support to assess and manage infection control risks are provided through mandatory training which all staff must attend at intervals defined in the Trust policy on mandatory training and can be found in the Trust's infection control policies and national guidance, such as that published by NICE.
Learning and Development
As an employee of the Trust, you have a responsibility to participate, promote and support others in undertaking learning and development activities. This includes a proactive approach to ensuring you meet the statutory/mandatory training requirements of your role, and engaging in KSF appraisal processes in line with Trust policy and guidance.
Health and Safety
As an employee of the trust you have a responsibility to abide by the safety practices and codes authorised by the trust. You have an equal responsibility with management, for maintaining safe working practices for the health and safety of yourself and others.
Constitution, Competence and Capability
As an employee of the Trust you have a responsibility to promote and abide by the rights and responsibilities outlined in the NHS Constitution. You are additionally expected to adhere to Organisational/National/Regulatory Codes of Practice relevant to the role you are employed to undertake. At all times it is expected that you will limit the scope of your practice to your acquired level of competence and capability.
Dignity at Work Statement
South Staffordshire and Shropshire Healthcare NHS Foundation Trust are committed to treating all of our staff with dignity and respect. You are responsible for behaving in a way that is consistent with the aims of our Equality and Diversity Policy. This includes not discriminating unfairly in any area of your work and not harassing or otherwise intimidating other members of staff.
Safeguarding Children and Vulnerable Adults
All Trust employees are required to act in such a way that at all times safeguards (and promotes) the health and well being of children and vulnerable adults. Familiarisation with and adherence to Trust Safeguarding policies is an essential requirement of all employees as is participation in related mandatory/statutory training.

PERSON SPECIFICATION

JOB TITLE: Wellbeing Nurse and Lead NMP	
DEPARTMENT : Inclusion	BAND: 7 (agenda for change)

*Assessed by: A = Application I = Interview R = References T = Testing

ESSENTIAL CRITERIA	*	DESIRABLE CRITERIA	*
QUALIFICATIONS & TRAINING			
Independent Non-Medical Prescriber	A	RGN or RMN status	A
Nursing qualification and a registered practitioner registered with the NMC	A	Research and evaluation skills	
EXPERIENCE			
Experience of working as an Independent NMP for opiate and alcohol users.	A	Experience of developing and Delivering group work.	A
Previous experience of working with drug and alcohol users	A	Willingness to contribute toward Training & mentoring.	A
Evidence of working effectively at a senior level in a multi-disciplinary health and social care setting (mental health)		Understanding of physical health conditions associated with substance misuse.	A
Significant demonstrable experience of harm reduction approaches to working with drug users.	A		
Evidence of promoting research, evidence based practice, clinical excellence and quality approaches to support outcome focussed care	A		
Experience of the administration and management of medicines according to policy and local protocols	A		
Excellent communication skills and a willingness to promote service user involvement.	A		
Counselling skills,	A		

<p>The ability to work under pressure.</p> <p>Excellent presentation skills both written and oral including the ability to produce & present reports.</p>	<p>A</p>		
<p>SKILLS, KNOWLEDGE & ABILITIES</p>			
<p>Excellent Knowledge of blood borne viruses, sexual health, physical health screening in substance misuse.</p> <p>Ability to work effectively as a member of a team.</p> <p>Excellent Understanding of medicines prescribed in substance misuse and their side effects and adverse reactions.</p> <p>Ability to promote community detoxification and support staff and service user's/</p> <p>Ability to work with drug/alcohol users in a Community environment</p> <p>Ability to prioritise</p> <p>Ability to work collaboratively with other professionals.</p> <p>Good interpersonal skills and communication skills</p> <p>Ability to work under pressure</p> <p>Ability to work flexibly to meet the needs of the service</p> <p>Good IT skills</p> <p>Ability to liaise and build links with relevant statutory and non-statutory agencies.</p> <p>Ability to collect, analyse, interpret and keep statistical data & produce well written reports.</p> <p>A willingness to undertake home visits.</p> <p>A commitment to and understanding of Equal opportunities and respect for diversity.</p>	<p>A</p> <p>A</p> <p>A</p> <p>A</p> <p>A</p> <p>A</p> <p>A</p> <p>A</p> <p>A</p> <p>A</p> <p>A</p> <p>A</p> <p>A</p> <p>A</p> <p>A</p> <p>A</p> <p>A</p>	<p>Knowledge of criminal justice field</p> <p>Knowledge of the older adult within substance misuse.</p>	<p>A</p> <p>A</p>

PERSONAL ATTRIBUTES			
An ability to assimilate new concepts and approaches to care	A	Demonstrate values that are complementary to those of the organisation service	
An ability to meet contractual requirements	A		
Commitment to work within the framework of the recovery agenda	A		
An ability to travel within the geographical work area	A		
Reliable and punctual	A		

JOB HOLDER	SIGNATURE
	DATE
MANAGER	SIGNATURE
	DATE